

Memorandum of Agreement

This agreement is between the U.S. Department of Education/Student Financial Assistance (SFA) and the American Federation of Government Employees AFL-CIO, Council 252 (Union), collectively known as the Parties. This agreement is entered into by the Parties pursuant to Article 8 of the Parties Collective Bargaining Agreement (CBA) and sets forth the Parties understandings regarding the SFA Awards and Recognition Program.

THE PARTIES AGREE TO THE FOLLOWING:

1. The Union agrees to the implementation of the SFA Awards and Recognition Program Guidelines (August 31, 2001 draft) with the following changes:
 - A. Retired SFA employees shall receive a prorated portion of the SFA Performance Excellence Award for the period of time (minimum 30 days) for which they were employed by SFA during the fiscal year upon which the award is based.
 - B. Eligibility for the SFA Performance Excellence Award shall be limited to SFA employees who have been employed by SFA during the **last** six months of the fiscal year, up to and including September 30th, upon which the award is based.
 - C. As necessary and appropriate a committee of SFA employees shall be organized in collaboration with the Union to evaluate the effectiveness of the SFA Awards and Recognition Program and to review Channel-specific award programs. (This paragraph replaces the language under the heading "Awards Committee" in the Program Guidelines).
 - D. Eligibility for the SFA Stars Program shall be limited to SFA employees and will not be extended to include SFA operating partners.
 - E. That Section of the Program Guidelines entitled "Other Types of Recognition" shall be moved to the end of the Guidelines as an appendix.
2. SFA Management agrees to discuss Union concerns regarding award equity and publication of awards referred to in Section 1E above within 90 calendar days of this agreement unless extended by mutual agreement.
3. Either party reserves the right to reopen this agreement anytime after one year from the date of this agreement.
4. The parties understand that the SFA Awards and Recognition Program must comply with applicable regulations and the Department's Personnel Manual Instruction (PMI) 451-1.
5. This agreement will become final ten work days after the last signature unless either party notifies the other of its desire to further discuss the issues contained in this agreement.

For the Union:

For the Employer:

AFGE, Council 252

Date

SFA

Date